

MASSACHUSETTS NATIONAL GUARD
FULL-TIME MILITARY TOUR (AGR)
VACANCY ANNOUNCEMENT

HUMAN RESOURCES OFFICE
2 RANDOLPH ROAD
HANSCOM AFB, MA 01731-3001

AGR Branch will accept applications until **12 March 2026**

On behalf of The Adjutant General and under the provisions of 10 USC 681, Title 32 Section 502, HRO is accepting applications for the following Active Guard Reserve (AGR) position from qualified Massachusetts Army National Guard (MAARNG) Service Members.

The hiring of this position is contingent upon the availability of AGR resources and funding in the NGB FY26 authorizations voucher.

Position: Operations Officer	Unit / Location: 1 ST WMD Civil Support Team, 14 Minuteman Lane, Wellesley, MA 02481
Min Grade: O1 Max Grade: *O3 with < 2 years TIG	MOS: 01A
Unit POC: LTC David E. Wilson, 339-202-4901, david.e.wilson2.mil@army.mil	AGR Branch POC: Staffing NCO, 339-202-3184 ng.ma.maarng.mbx.agr-jobs@army.mil
Salary: Full time military pay & allowances	https://massnationalguard.org/available-positions-2/

***O3s need to have less than two years of time in grade to be eligible to apply**

1. QUALIFICATIONS:

a. Selected applicant will be militarily assigned to the unit and placed in the required duty position; applicant must have a valid Army MOS in order to qualify to apply for an AGR position. Selected applicant must become MOSQ and CST qualified (R1 ASI) within 12 months or be released from the AGR program.

b. Accessions into the AGR Program require the following Medical Fitness Standards:

(1) Applicant must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501, Chapter 3, conducted within 12 months prior to initial entry into the AGR Program.

(2) Periodic Health Assessments (IAW AR 40-501, Chapter 10) for entry in the AGR Program may be conducted at an active military treatment facility, an ARNG medical unit, US Army Reserve medical unit, or a civilian medical facility. Applicants with a temporary physical profile may not apply until medically cleared.

(3) Applicant must have a Human Immune Deficiency Virus (HIV) test within the last 24 months prior to initial entry into the AGR program IAW AR 600-110.

(4) Applicant must meet the body composition standards prescribed in AR 600-9.

(5) Applicant must have ACFT/AFT within 12 months and HT/WT within six months of initial AGR order.

(6) Applicants who have a Physical Profile Serial (PULHES) that contains a "3" or a "4" must meet the requirements of AR 635-40 prior to entry in the AGR Program.

(7) Applicants having a favorable appointment physical examination (IAW AR 40-501, Chapter 2) or flight physical examination (IAW AR 40-501, Chapter 4) conducted within 12 months prior to initial entry into the AGR Program are not required to complete an additional PHA for entry in the AGR Program.

(8) Pregnant female applicants are eligible to apply for AGR tours effective 03 February 2006 per NGB-ARH-S Policy Memo #06-014.

c. AGR personnel may not be eligible for or be receiving an immediate Federal Retirement Annuity (military or civilian).

d. Military technicians may not convert in place to AGR status.

e. Any falsification of the eligibility requirements will result in immediate release from the AGR program.

f. Applicants must possess a valid state driver's license and be qualified to operate a GSA leased vehicle.

g. Before applying for any AGR position, please talk to your state's Incentive Manager in regard to Incentives Termination/Recoupment Rules.

h. Applicants cannot apply if currently under a Suspension of Favorable Personnel Actions (FLAGGED).

i. NACLCTier 3 Investigation (Soldiers with a current revoked, denied, no determination made, or suspended security clearance, who failed to attain or maintain favorable NACLCTier 3 investigation or higher, are not eligible for appointment to these positions).

j. In accordance with DoD Government Travel Charge Card Regulations dated March 2022, all DoD personnel are required to have an individual government travel card.

k. IAW NGR 600-5, completion of mandatory training at Professional Education Center (PEC) is a condition of employment

l. Applicants will be required to have a passing record AFT within six months of packet submission beginning 1 April 2023.

2. APPLICATION PROCEDURES: Allow ample time to complete and compile your packet.

Forms are available at the MANG Careers page: <https://massnationalguard.org/available-positions-2/>. All applicants will submit the following documents:

a. This announcement (with Applicant Contact Information filled in below).

b. NGB Form 34-1, dated 20131111 (Application for Active Guard/Reserve AGR position). Attach additional sheets of information, if necessary.

c. Soldier Talent Profile copy from IPPS-A reflecting a passing record AFT and screenshot of ABCP information from the Profile Management tab in IPPS-A. Must be current within the last 6 months from the date bulletin closes.

d. Memorandum from Commander, AO, or Director that states:

- (1) applicant meets the height / weight standards.
- (2) is not flagged and is within good standing.
- (3) is not on DMD/ODD or scheduled to deploy within the next six months.
- (4) deployable to all austere environments.

e. All previous DD Form 214s and NGB Form 22s.

f. Last five evaluation reports (if applicable).

g. Soldier Talent Profile from IPPS-A. Enlisted only must show ASVAB scores.

h. Medical Protection System Individual Medical Readiness (IMR) dated within last 12 months with gender data redacted.

i. IPPS-A self-service generated Retirement Account Statement (DA Form 5016).

j. Completed Pre-employment Reference Check Form.

k. Current MA AGR Soldiers will submit full-time Commander or AO memo stating concur/non-concur with request for reassignment.

l. Completed 2023 CORI request form with front/back color copy of driver's license.

m. Letters of Recommendation are permissible but not required.

n. Completed NGMA Form 1-20 May 2025 Final Version

APPLICANT CONTACT INFORMATION

NAME: _____ PMOS: _____ SMOS: _____

HOR: _____

PRIMARY PHONE: _____ MILITARY EMAIL: _____

NOTE: Any missing documentation requires a letter of explanation in the application packet. Incomplete applications will not be considered.

Submit packets as one PDF file (Portfolio format not accepted) to: ng.ma.maarng.mbx.agr-jobs@army.mil. Use Subject Line as follows: Announcement Number, Title of Position, and Applicant's Name.

It is the Applicants responsibility to submit their completed application to AGR Branch.

3. ADDITIONAL REQUIREMENTS:

a. Required to pass an Occupational Safety and Health Administration (OSHA) Hazardous Materials physical for assignment to a Weapons of Mass Destruction Civil Support Team (WMD-CST). Selected individuals unable to pass required physical exams may be released from the AGR program. The OSHA physical is a separate requirement from the standard military retention physical or Periodic Health Assessment (PHA).

b. Cannot possess a profile or medical history that will limit the candidate's ability to:

- (1) Wear and operate in a variety of levels of civilian and military personal protective equipment (PPE).
- (2) Work outdoors exposed to the elements and extreme temperatures for extended operations.
- (3) Operate in restrictive PPE in confined spaces (e.g., suffer from claustrophobia).
- (4) Operate using self-contained breathing apparatus or rebreather devices (e.g., suffer from respiratory disorders).

c. Must successfully complete the resident Civil Support Skills Course (4K-F20/494-F28, an 8-week WMDCST basic course at Fort Leonard Wood, MO. Graduates are awarded the CBRNE responder ASI (R), required for all WMD-CST members. Individuals failing to complete CSSC will be removed from the team.

- (1) Must complete NFPA/DOD HAZMAT Awareness training prior to attending CSSC.
- (2) Must maintain a valid SECRET clearance to attend CSSC.

d. Selected individual must complete additional military and civilian resident and nonresident WMD-CST Specialized Training Requirement (STR) courses for Operations Officer IAW CNGBM 3501.00.

e. IAW CNGBM 3501.00 Para 5.a and NGB Policy, due to the extensive specialized training requirements, the selected individual will incur an Active Service Obligation (ASO) of 36 months for the Civil Support Skills Course (CSSC, 4K-F20/494-F28). The ASO obligation date begins upon successful graduation from this course.

f. Will be required to obtain inoculations from the Routine Adult and CBRN Enterprise immunization profiles as directed, to include vaccinations for smallpox and anthrax.

g. Will be required to reside within a 1.5-hour commute from the duty location within six (6) months of hiring date, IAW CNGBM 3501.0 ADVON deployment requirements.

h. Must be available to perform extended no notice TDY tours for training and/or operational deployments. Individuals requiring a Family Care Plan (FCP) will provide an actionable 24hr/7/365 no notice FCP to the commander upon selection.

i. Must be able to work in a high OPTEMPO environment including a five-day work week, holidays, and reporting for duty during non-standard hours without advance notice in response to potential WMD/HAZMAT incidents.

j. Must not be prohibited from carrying firearms which would preclude the individual from possessing a weapon for force protection measures, IAW AR 190-14.

k. Military Education: Duty MOS is O1A.

l. Prefer previous experience in CBRN CMF, knowledge of civilian HAZMAT techniques, tactics, and procedures.

m. Prefer knowledge, experience, or training in the National Incident Management System.

n. Prefer experience as a First Responder or with an agency related to emergency response.

4. DUTIES AND RESPONSIBILITIES:

a. Leads and supervises 6 Soldiers and Airmen with various fields of expertise, to include tactical operations, communications, administrative support and logistical support, in both garrison and field operations, including in the event of an intentional or unintentional release of hazardous materials or weapons of mass destruction.

b. Assists the Command Team in the development and execution of unit training and operations.

c. Develops and refines garrison and tactical Standing Operating Guidance (SOGs).

d. Coordinates and interfaces with hazardous material teams, first responders, and officials from local, state, tribal, and federal agencies.

e. Follows the OSHA and NFPA requirements when responding to WMD/HAZMAT incidents.

f. Works closely with civilian emergency response/management agency personnel in the preparation/prevention of and the response to WMD/HAZMAT incidents.

- g. Performs operational tasks wearing appropriate level of Personal Protective Equipment (PPE).
- h. Serves as central point of contact at the Tactical Operations Center during unit training, steady state (stand by) and operational missions, as applicable. Responsible for maintaining a common operating picture and consolidating mission termination documentation.
- i. Performs duties in support of a public safety operations plan while assigned to a Joint Hazard Assessment Team (JHAT) with civilian partners.
- j. Manages the operation and employment of state-of-the-art CBRN and TIC detection and sampling equipment to confirm or deny the presence of hazardous natural, industrial or warfare contamination.
- k. Identifies HAZMAT warning placards and NATO contamination markers; reports when, where and how they were used. Identifies and marks contaminated areas. Observes and reports information on the physical layout of the incident site.
- l. Knows CBRN antidote administration and safe patient extraction. Rescues and delivers any injured persons to the decontamination station.
- m. Maintains a high level of force protection and safety awareness with special attention to Personal Protective Equipment and hazardous material/WMD detection and sampling procedures.
- n. Processes through decontamination sites.
- o. Performs additional duties as assigned, to include, but not limited to, unit Air Movements Officer/Air Load Planner.
- p. All other duties as assigned.

Please check the links below for updates on job announcements:

<https://massnationalguard.org/available-positions-2/>
<https://armyeitaas.sharepoint-mil.us/:f:/r/teams/AGRFTNGD-OSCareerOpportunities/Shared%20Documents/General?csf=1&web=1&e=EFMMUK>